



Department
of Health &
Social Care



Care Workforce Pathway for Adult Social Care

Information about the consultation



We want to find out what skills and experience you think are important for adult social care staff.

Contents

- Page 3. Who we are.
- Page 4. How to use this document.
- Page 5. What this consultation is about.
- Page 8. Helping social care staff get more skills and knowledge to make social care better.
- Page 10. The Care Workforce Pathway for Adult Social Care.
- Page 17. How we hope the pathway will change things for people who use adult social care.
- Page 19. How to take part in this consultation.

Who we are



We are **the Department of Health and Social Care**.

We are part of the UK government.

We help lead health and **social care** in the UK.

Social care means supporting people who have disabilities or who are ill for a long time.



For example, people with

- mental health illnesses
- physical disabilities
- learning disabilities
- autism
- **dementia**. This makes it hard to remember, think and do things.



We want to support people to live more independent, healthier lives, for longer.

People can get social care support

- at home
- in the community
- and in residential settings.



How to use this document



This is an **Easy Read** document.



You may still need help to read it.

You can ask someone you know for help.



You can phone or email us if you need more information.



Phone **0300 790 4007.**



Email

ASCworkforcepathway@dhsc.gov.uk

What this consultation is about



We want to make sure that adult social care and support is



- **good quality**
This means people get the best social care and support that they can.



- **personalised**
This means people can choose what kind of care they get.



- **caring**
This means that people feel safe and looked after by their carers.



To do this we are writing a new **Social Care Workforce Pathway**.

We call this the **pathway** for short.



The pathway will say what

- skills
- knowledge
- and **behaviours**

staff need for different jobs in social care.



Understand

A **skill** is something that people are good at.



A **behaviour** is the way you say and do things.
It is how you behave.



We want to hear what you think about social care.

We want to understand what works well in social care.

And what does not work well.



So we want to **co-develop** the pathway with

- people who use adult social care
- people who work in adult social care.



Co-develop means when people work together to make something.

It usually means working with the people who use a service.



This is why we are asking you what you think about social care.

We want you to tell us



- what we should put in the pathway
- how it should look
- how we can help people working in adult social care to use it.



We will use what you say to write the pathway.

You can answer



- for yourself
- for someone else
- for an organisation.



You need to tell us what you think by **11.45pm** on **15 June 2023**.

We will tell people about any changes we make to the pathway in autumn 2023.

Helping social care staff get more skills and knowledge to make social care better



Adult social care staff help people to

- have a good life
- stay independent
- connect to things that are important to them, like family and community.



We want to help people who work in adult social care to get the skills and knowledge they need to do their jobs well.



We want them to be proud of their work and stay working in adult social care for a long time.



Many people who work in adult social care do not stay in their jobs for very long.



This means that people who need social care do not always get the help and support they need.



When staff get good training they will stay in their jobs for longer and stay working in social care.

We want to make sure staff get the training they need.



Some social care staff do not know how to get more skills or find different jobs in social care.



And some social care employers might not know what skills and experience their staff have.



We want to change this.

We know we can do more to help social care staff.

People will then get better social care. Especially at home.



This is why we are writing the new **Care Workforce Pathway for Adult Social Care**.

The Care Workforce Pathway for Adult Social Care



In this consultation, we want to find out what **you** think should be in the pathway.

We want the pathway to



- explain what good care looks like.



- explain the skills and experience staff need to give good care.



- explain the different types of jobs in adult social care and what makes each job different.



- show staff how they can change jobs in social care if they want to.



- help staff to get more skills and become experts if they want to.



- help employers and staff to be proud of their work.



We will start the pathway by looking at **direct care** jobs.

Direct care is working with the people who need the care.



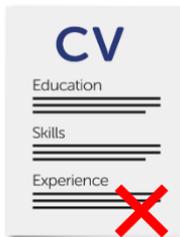
This is sometimes called **care work**.

In the pathway there are 4 types of jobs in **direct care**.

1. Care and Support Practitioner



A **practitioner** is another word for a worker.



A **Care and Support Practitioner** is someone who has not worked in adult social care before.

Or has not done it for a long time.



They are still learning the skills they need for social care work.



If they want, they can do the new Care Certificate training and other basic training.



Then they can become an **Advanced Care and Support Practitioner** when they have more skills and experience.

2. Advanced Care and Support Practitioner.



This job is for people who already have some skills and experience working in adult social care.



People doing this job already have a Care Certificate.



If they want, they can do more training to get more skills in adult social care.



They can think about doing training if they want to do a different job with more responsibility.



For example, they could learn how to become a **Senior Care and Support Practitioner**.



Or they could learn special skills to become a **Practice Leader** or a **Specialist Practitioner**.

3. Senior Care and Support Practitioner.



The **Senior Care and Support Practitioner** job is for people who want to be leaders in adult social care.



They can train to learn new skills to become a leader. But they might already have some of these skills.



Senior Care and Support Practitioners manage a team of Care and Support Practitioners and Advanced Care and Support Practitioners.

Manage means they make sure the people in their team are doing a good job.

4. Practice Leader or Specialist Practitioner



This job is for staff who have very special skills in adult social care.



For example, staff who have done a special training course.



Or staff who know a lot about something like an illness or a disability.

What the pathway should explain for each job

For each of these 4 job types, we think the pathway should explain



The area of work

This section tells people about this type of work.

For example, direct care work.



Jobs in this area of work

This section tells you about the different jobs in this area of adult social care.

For example, care workers.



Things that people do in this job

This section tells you all the different things that staff will do in this job.

Values

This section tells you what **values** staff need to do this job well.

Values are what people think of as right and wrong.





Behaviours

This section tells you what **behaviours** staff need to do this job well.

For example, treating people with respect and being kind and caring.

Experience

This section tells you what experience staff need to do this job.



People can get experience in lots of different ways. For example,

- doing a social care job.
- from another job.
- in education and training.
- outside of the workforce.

Knowledge and skills

This section explains what **knowledge** and **skills** staff need to do this job.



Knowledge means what someone needs to understand to do the job well.

Skills means what someone must be able to do to use their knowledge.

Ways to get a different job in adult social care



This section explains what staff can do if they want to get a different job in adult social care.



They can do this by doing more training or by getting more experience.

How we hope the pathway will change things for people who use adult social care



In this section we explain what we hope **people who use adult social care** will say about the pathway.

Because of the new pathway, I think...



I will get better care and support because staff will have more **knowledge** and **skills**.



I will get better care and support because social care staff will have the right **values** and **behaviours**.



I will be supported by social care staff who know how to give good quality care.



I will see and understand the skills and knowledge that social care staff should have.



I will see and understand the **values** that social care staff should have.

And know what **behaviours** I should see.



My family and friends will see and understand the **skills, knowledge, values, and behaviours** my care staff should have.



I will be able to say who I want to support me.



I will be able to **co-develop** ways to learn more about good quality care for the staff who support me.

Co-develop is when someone who uses a service takes part in changing the service.

How to take part in this consultation



You can take part in this consultation by answering the **questions on our website**.



Or you can answer the questions in the printed consultation booklet.

This is called **Consultation questions**.



To get this booklet you can

email us

ASCworkforcepathway@dhsc.gov.uk



phone us on

0300 790 4007



or you can write to us at

**Adult Social Care Workforce Reform
3rd Floor North
39 Victoria Street
London SW1H 0EU.**



If you want to tell us anything else about your experiences of adult social care, please contact us.

Tell us what you think in person



We will have some events where you can meet us and tell us what you think.



To find out more about these events, you can email

ASCworkforcepathway@dhsc.gov.uk