



Department
of Health &
Social Care

Care workforce pathway

Our plans for working in adult social care
in England



May 2025

This guidance is in Easy Read.

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Easy Read



This is the Easy Read guide to the Care workforce pathway for adult social care.

We call it the Pathway for short.

You can read the full guidance on our website.

www.gov.uk/government/publications/care-workforce-pathway-for-adult-social-care/care-workforce-pathway-for-adult-social-care-overview



This Easy Read booklet uses clear words and pictures.

People might still want help to read it.

Bold word



Some words are **bold**.

We tell you what the words in bold mean.



Some words are [blue and underlined](#).

This means they are links to websites or email addresses.

You can click on these links on a computer.

Who we are



We are the Department of Health and Social Care.

We are part of the UK government.

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



Adult social care means helping people who have disabilities or who are ill for a long time. For example, people with

- A mental health illness



- A physical disability

- A learning disability



- **Autism**

Autism is when someone's brain works differently so they might think or feel in ways that are different to most people.



- **Dementia**

Dementia is an illness that makes it hard for people to remember and do everyday things.

About the Pathway



We want people to

- Get the best care and support
- Be able to choose the care they want
- Feel safe and supported by staff.



The Pathway helps you understand what people working in care need so they can do this important work. It tells you about

Knowledge

What people who work in care need to understand to do their job well.



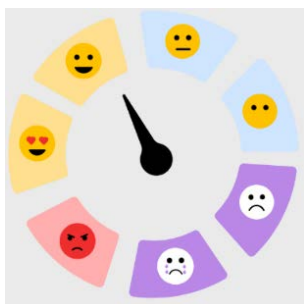
Skills

Skills are when people who work in care use this knowledge to do their job well.



Values

Values are important beliefs that help people who work in care make choices.



Behaviours

Behaviours are how people who work in care act when they do their care work.

Types of jobs



There are many different **roles** in adult social care. A **role** means a job.

In the Pathway we tell you about different groups of roles called **role categories**.

At the moment there are 8 role categories. These are



New to care

This is someone who is new to care work.



Care or support worker

This is someone who has

- Some good care skills
- Worked in care for 1 year or more.



Enhanced care worker

This is a care worker who has expert knowledge about healthcare or an illness.

For example, mental health.



Personal assistant

This is a care worker who supports someone to live independently.

For example, in their own home.



Supervisor or leader

This is someone who leads the team.
They might be a manager.



Practice leader

This is someone who has expert knowledge about care work.
Their job is to help other carers learn more. But they are not managers.



Deputy manager

This is someone who helps manage care workers in the team and run the service.



Registered manager

This is the person who runs the service.
They make sure the service follows laws and everyone does a good job.



For each role in the Pathway we tell you

- What people do in their role
- The values people need
- The behaviours people need
- The knowledge and skills people need
- What training people can do.

Values for social care work



We worked with an organisation called **Think Local Act Personal**.

It is called **TLAP** for short.



We asked TLAP to speak to people who use social care to find out what values people working in care need.

They said it is important for people to have these values.



1. Be kind and understanding

Think about things from my point of view and what matters to me.



2. Be honest and trustworthy

Turn up when you say you will.

Give the support we agreed.

Keep my care and information private.



3. Respect

Treat me and my home with respect.

Respect how I choose to live my life.

Respect your role to support me.



4. Be brave

Speak up if something is not right.

Do not get in the way of my choices or my support plan.



5. See the whole person

This means not thinking of someone as just one thing, like being old.

Listen to me and understand the things that make me who I am.

Make my care plans with me.



6. Be happy to learn

Be open to change and happy to learn together.



7. Be proud and positive

Be proud of good work and be friendly so we can enjoy our time together.



We believe all work must be **person-centred**.

This means listening to what someone wants or needs.

Training



The Pathway also tells you about training that people working in care can do to

- Get more skills and experience
- Get a different social care job
- Move up in the organisation.



We pay for social care staff in England to do training in our Learning and Development Support Scheme.

We have over 150 training courses. For example, dementia care.



We can also pay for staff to do a **Care Certificate** to show they have the basic skills to do their job well.



The Pathway makes it easier to understand what knowledge and skills people working in care need.

Apprenticeships



Social care organisations can also run **apprenticeships** to train staff in care work.



An **apprenticeship** is when someone gets paid to learn the knowledge and skills they need to do a job.

For example, Lead adult care worker.



People that do apprenticeships are called **apprentices**.

Apprentices learn in the classroom and in the workplace.



At the end of the apprenticeship, apprentices do a test to see if they have the skills to do the job well.

Ann's story



This is Ann's story.

It shows why it is important that people who work in care follow the values in the Pathway.

Ann uses a wheelchair and gets support every day from a home care agency.



Ann works as a manager of a disabled people's organisation.

She also volunteers and has a family.



Care workers use special equipment to help Ann get up and go to bed.

Without this help she could not work or enjoy her busy family life.



Ann has had good and bad care.

- Good care is when carers respect Ann and get to know her and her family.
- Bad care is when carers just see her as a job.



Trust and good communication with carers is important to Ann.



Carers must be confident moving her and new carers must have training to do this.

Ann tells the agency when she thinks the carer understands her needs.



Ann says it is important carers are on time and are happy to do things differently sometimes.

When they cannot fix problems together the carer contacts the agency for help.



Ann knows that being a carer is hard.

She wants the carers to feel valued for their skills and the work they do.

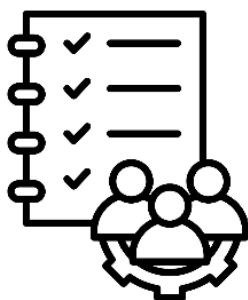
Next steps



The Pathway helps people working in social care get the right skills and knowledge for their jobs.

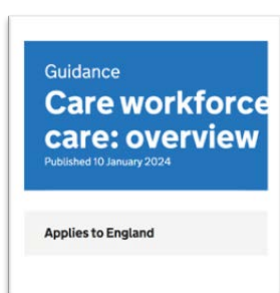


We will work on the Pathway to make it even better but it is ready to use now.



Organisations have tested the Pathway and said it helps them to

- Plan what staff they need
- Keep staff happy
- Check how well staff are doing.



We want social care organisations to try the Pathway. For example

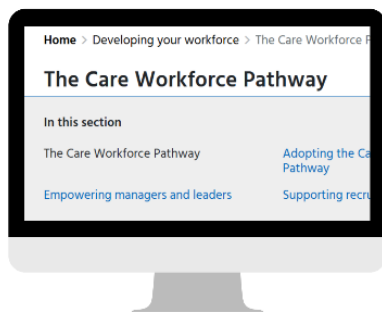
- Follow the values in the Pathway
- Use the job roles in their organisation
- Use it to talk to staff about their jobs.



We think the Pathway would work best if lots of social care organisations use it.

So we will work with social care organisations to help them use it.

Find out more



We have lots of resources to help social care organisations use the Pathway.

You can find these resources on the Skills for Care website.

www.skillsforcare.org.uk/Developing-your-workforce/Care-workforce-pathway/The-Care-Workforce-Pathway.aspx



For news about the Pathway, you can follow the Department for Health and Social Care on Facebook.

www.facebook.com/DHSCgovuk

If you have any questions you can contact



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