



Department
of Health &
Social Care



Care Workforce Pathway

National Children and Adult Service Conference 2023

Thursday 30 November 2023

Workforce reform is one part of the journey toward our vision for Adult Social Care in England



Technology & innovation

- Launched the **Accelerating Reform Fund** to support local areas embed and scale innovative approaches to transform care and support
- A **Care Technology Fund** to support local areas to test, evaluate and scale new care technologies.
- Expanding **online and telephone care assessments** that can reduce the time people wait for assessments by up to 40%.



Independent living

- Funding **home adaptations**, such as grab rails or stairlifts, that help people live independently in their own homes for longer and can reduce falls.
- Launched the **Older Peoples' Housing Taskforce** to make recommendations on how we make sure that older people have better housing options.

10 year vision!

- People have **choice, control**, and support to live **independent** lives.
- People can access **outstanding quality** and **tailored care** and support.
- People find adult social care **fair** and **accessible**.



Sector digitisation

- Replacing paper records with **digital care records**, which release up to 20 minutes per care worker per shift.
- Providing a **digital learning offer** for social care staff and leaders.
- Supporting providers with greater **cyber resilience and improved connectivity**.



Workforce development

- A **new career structure** for care workers so that all staff can build their careers and more experienced care workers are recognised for their skills.
- **New qualifications** to end the current practice of care workers having to retrain every time they move employer.
- **Subsidised training places** so staff can develop new skills.

Additional funding

- Made available **up to £8.1 billion** over this year and next to strengthen adult social care provision.
- Investing **up to £700 million** on reforms to the social care system.



National oversight & data

- For the first time, everyone will be able to see how well their local council delivers adult social care via **new assessments and published ratings**. DHSC will support local authorities to improve their performance and intervene if they are not delivering what they legally must.
- **New data** now shows us which services local authorities provide, to whom and how long people have to wait for care.

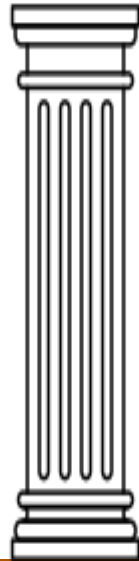


The Pathway is the foundation of our workforce reform programme



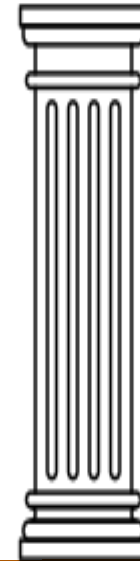
Pillar 1: Care Certificate

A new level 2 qualification for those working in direct care roles



Pillar 2: Skills Passport

An online verified record of training and qualifications



Pillar 3: Training Quality Assurance

Signposting for easily accessible high-quality training



Pillar 4: Training reimbursement platform

Targeted funding for learning and development

Foundation: Care Workforce Pathway

Sets out the values, knowledge, skills and behaviours for everyone working in care



Care Workforce Pathway: A brief history

- Announced in December 2021 as part of the People at the Heart of Care white paper
- It included a commitment to work with the adult social care sector, including providers and the workforce to co-develop a universal knowledge and skills framework and career structure for the social care workforce
- It would be an accessible articulation of the knowledge and skills required for unregulated roles within the sector, and would set out clear pathways for career progression, with a link to our funded training offer
- A Call for Evidence on the Care Workforce Pathway was published in April 2023 alongside the Next steps to put People at the Heart of Care policy paper
- The Call for Evidence outlined our proposals for the Pathway, asked for views and evidence of best practice
- In developing the Pathway, we have worked with Skills for Care, Think Local Act Personal (TLAP), the Health and Wellbeing Alliance, the Care Quality Commission (CQC) and our Expert Advisory Group comprised of sector experts



Care Workforce Pathway structure

Underpinning values

Role category

What people do in their work

The behaviours people must show (must do)

Knowledge and skills people need to have (should do)

Specific areas of practice (can do)/ current suggested learning opportunities/resources*

**V
a
l
u
e
s**

Underpinning values	Role category	What people do in their work	The behaviours people must show (must do)	Knowledge and skills people need to have (should do)	Specific areas of practice (can do)/ current suggested learning opportunities/resources*
V a l u e s	Role Category 4 (Practice leader)	Description of what someone in this category does	Core behaviours in this category	Knowledge and Skills	Dementia End of life care SLOs (RC4)
	Role Category 3 (Supervisory/ leadership)	Description of what someone in this category does	Core behaviours in this category	Knowledge and skills	Learning disabilities Autism Suggested learning opportunities (RC3)
	Role Category 2 (Care Worker)	Description of what someone in this category does	Core behaviours in this category	Knowledge and skills	Mental Health Suggested learning opportunities (RC2)
	Role Category 1 (New to care)	Description of what someone in this category does	Core behaviours in this category	Knowledge and skills	Future identified area of development* Future identified area of development* Suggested learning opportunities (RC1)

Care Workforce Pathway personas – Role Category 1

Laura is just starting her career in care and has joined a home care service. Her first task is to complete the company induction which details her role, where she fits and the organisational structure etc. Laura then undertakes the core and mandatory training necessary for her role and the people she will be supporting. She learns things like how to move people safely, to assist with mobility issues, and, as she'll be preparing food and drinks, she completes her food hygiene certificate. Laura also completes the eLearning knowledge elements of the Care Certificate.

Laura is assigned her case load and within the group she's going to be supporting there is someone with dementia and someone with diabetes. Laura's employer arranges additional learning for her around those specific areas which she completes.

Laura consolidates her Care Certificate learning through on-the-job assessment and, after around eight months on the role, she achieves the Care Certificate qualification. Whilst she's working on her qualification, Laura is assigned a new person to support who has acquired brain injury. She works in a person-centred way and it's important for her to understand the specific needs of the person she is supporting, so she works with her employer to identify and undertake acquired brain injury learning to enable her to better support her new person.

