

**CareTutor**

● **LIVE Webinar**

# Care Workforce Pathway Explained: Making it work in practice



Speaker :  
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## Why this matters now

- ✓ Adult social care now has a universal career structure
- ✓ The Pathway helps define progression across care and management roles
- ✓ Skills for Care refreshed the Leadership Qualities Framework in March 2026
- ✓ Providers are being encouraged to adopt the Pathway in practice
- ✓ This is about workforce development, retention and better leadership

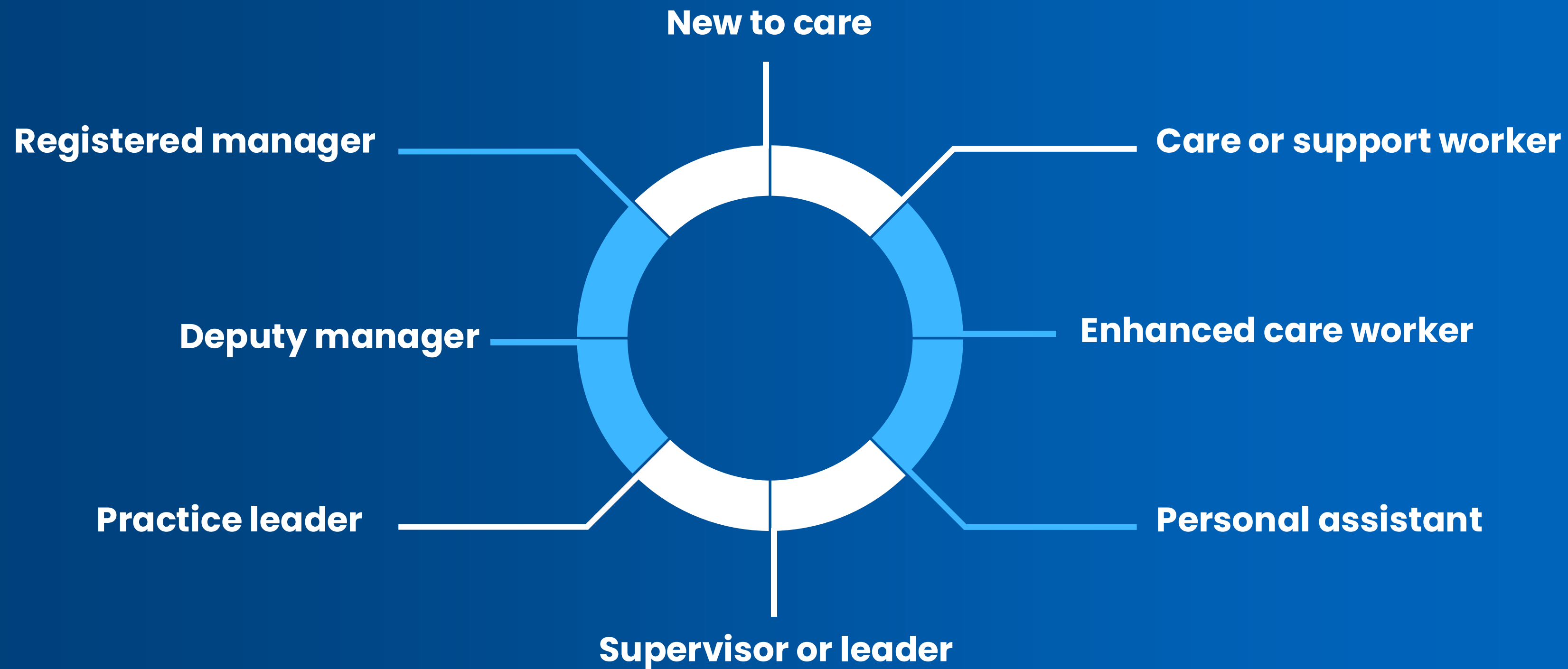


## What is the Care Workforce Pathway?

- ✓ The first universal career structure for adult social care
- ✓ Sets out knowledge, skills, values and behaviours
- ✓ Covers both direct care and management roles
- ✓ Designed to support high-quality, personalised care
- ✓ Flexible across different services and job titles



# The 8 role categories



## What the Pathway helps providers do

- ✓ Support workforce planning
- ✓ Create clearer progression routes
- ✓ Strengthen recruitment and retention
- ✓ Improve onboarding and development planning
- ✓ Use learning budgets more effectively



# What adoption can look like in practice

- ✓ Updating job descriptions
- ✓ Mapping existing roles to Pathway categories
- ✓ Reviewing onboarding expectations
- ✓ Aligning learning and development by role
- ✓ Building a clearer internal progression route



# Managers are key to making it work



✓ Managers help staff set career goals



✓ Career conversations become more structured



✓ Development can be planned more consistently



✓ Progression becomes clearer and more visible



✓ Leadership development becomes part of workforce planning

# Managers are key to making it work

Manager



Amir

"I now understand Sunita's career goals for the next 6-12 months and we're working together to develop her action plan.

I've also got to know how she prefers to learn and how I can support her to achieve her goals."

Line report



Sunita

"Making time to reflect on my skills and knowledge, has helped me realise the opportunities open to me that can help me become a team leader.

I agreed with Amir that we'll review the development plan monthly, so he can continue to support me."

## How this links to leadership

- ✓ The refreshed LQF is aligned to the Care Workforce Pathway
- ✓ Leadership is shaped by actions, not job titles
- ✓ Leadership can be demonstrated at every level
- ✓ The LQF describes five dimensions of leadership
- ✓ Updated focus includes co-production, equality, inclusion and digital confidence



## Why this matters for retention and progression

- ✓ People are more likely to stay when development feels visible
- ✓ Clearer pathways help staff understand what comes next
- ✓ Better role clarity supports confidence and capability
- ✓ Stronger leadership supports a more positive culture
- ✓ Career development helps turn jobs into long-term careers



## A realistic starting point for providers

- 1 Start by understanding the Pathway
- 2 Choose a light, medium or full adoption approach
- 3 Map key roles first
- 4 Review training and development priorities
- 5 Build awareness with managers and leaders
- 6 Keep it manageable



## How funded leadership development can support this

- ✓ New and aspiring managers may need structured development
- ✓ Deputies and supervisors need progression routes
- ✓ Registered managers need ongoing leadership development
- ✓ Leadership programmes can support confidence, consistency and service improvement
- ✓ Funded development can help turn the Pathway into action



## How CareTutor can help

- ✓ Support providers to understand where leadership development fits
- ✓ Deliver funded leadership programmes for different manager levels
- ✓ Help employers link learning to progression and service improvement
- ✓ Keep development organised and easier to evidence
- ✓ Support a more structured approach to workforce development



## Next Steps

Build confident, capable leaders in your organisation.  
Fully funded. Virtual delivery. Skills for Care accredited.

- 👉 Register interest
- 👉 View training dates
- 👉 Speak to our team



## Key message

- ✓ The Care Workforce Pathway is more than a framework
- ✓ It gives providers a structure for progression and development
- ✓ Managers are central to making it work
- ✓ Leadership development is part of the answer
- ✓ Start small, but start deliberately



**Coming Soon!**

# TeamTalk

Share. Learn. Reflect. Evidence.

- ✓ Ready-made 15-minute micro-learning sessions
- ✓ Support reflective practice and inspection evidence
- ✓ Make team learning more engaging
- ✓ Save time and reduce prep
- ✓ Fits into the working day



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**REGISTER NOW**



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**Jordan Muhita**  
Customer Success  
Advisor, CareTutor

**Thursday, 9th April**

**11 AM BST**

# Q&A

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