

Care Workforce Pathway adoption levels explained

Introducing the Care Workforce Pathway is a great opportunity to improve and grow as an organisation.

The Pathway makes this simple by breaking adoption into:

- **five areas**

These explain the different areas that the Pathway can strengthen an organisation's work.

- **three levels**

Each of the Pathway areas has three levels of adoption, shown below. Each level builds on the one before, so organisations can start small and continue over time. This flexible structure makes it easy for any provider, of any size, to begin adopting the Pathway.



Light adoption	Medium adoption	Full adoption
This level is about helping staff learn about the Pathway and using Pathway ideas in daily work and conversations.	This level is about using the Pathway more often, making clear how the Pathway fits in with existing plans, and helping staff grow skills and confidence.	This level is about making the Pathway part of everything an organisation does, shaping a strong, skilled workforce and sharing good practice.

Area	Theme	Light adoption	Medium adoption	Full adoption
Planning	Making a plan	The organisation is making a plan for what it wants to do with the Pathway. They are considering what needs to change or get better, why it matters, and how the Pathway can help.	The organisation or Pathway team are reviewing the plan to see what works and how other areas of the organisation might benefit.	There is no separate plan for using the Pathway because it is now part of the organisation's way of working and workforce planning.
	Governance	The organisation has chosen to adopt the Pathway. They are thinking about who should be involved, how much time it might take, and how decisions will be made.	The organisation has a named person leading Pathway work. There may also be a Pathway team to help move things forward and learn about the difference it's making.	The Pathway is part of the organisation's business as usual. The named person (and team) makes sure any changes follow policies and procedures and that all decisions and actions are clearly recorded.
	Engagement and awareness	The organisation is learning about the Pathway. Not everyone knows about it, but awareness is growing.	Awareness of the Pathway is increasing. Clear messages help staff understand why it is helpful for them. Staff may have been asked for their views.	Everyone in the organisation knows about the Pathway and how it links to roles, recruitment, and training and development. Staff understand how the organisation uses the Pathway and why.
	Data – measuring impact	The organisation is starting to think about what information and data it needs to be able to check if/how the Pathway is making a difference.	The organisation has set a starting point with data and now collects information regularly to show how the Pathway is making a difference.	The organisation is using data to understand how the Pathway is making a difference. This information is used to plan things like recruitment, keeping staff, moving people to new jobs, and planning future roles.

Area	Theme	Light adoption	Medium adoption	Full adoption
Roles	Role category mapping	One or more of the organisation's job roles are being mapped to a role category.	All roles in the organisation have been mapped to the Pathway role categories that fit best.	The results of mapping roles are being used to help make decisions about the workforce and planning for the future.
Recruitment	Adverts and interviews	The organisation is considering how the Pathway can help improve job adverts and interview questions.	Adverts begin to include skills, knowledge, and behaviours linked to Pathway role categories. Interviews start to include Pathway values-based questions.	The Pathway is built into all recruitment processes. It can be seen in adverts, on the website, and in interviews.
	Job descriptions	The organisation is looking at how job descriptions can match Pathway role category knowledge, skills, and behaviours.	Job descriptions are being updated to show the skills, knowledge, and behaviours needed for each role. They also show how roles fit into a career in care.	Job descriptions include the Pathway's knowledge, skills, and behaviours. They set clear steps for progression and show training and learning opportunities.
	Induction and onboarding	The organisation is thinking about how the Pathway can be included in induction and onboarding materials.	The Pathway is becoming part of induction and onboarding. It links to role expectations, career conversations, and development plans.	The Pathway is a key part of induction and onboarding. Staff understand what it is, how it connects across the organisation, and how it helps them.

Area	Theme	Light adoption	Medium adoption	Full adoption
Training and development	Supervisions and appraisals	Pathway values or role category knowledge, skills, and behaviours are starting to be talked about as part of supervisions or appraisals.	Pathway values or role category knowledge, skills, and behaviours are now always used in supervisions or appraisals.	As part of supervisions and appraisals, the Pathway is also used to manage performance.
	Career conversations	Career conversations are taking place or are starting to take place. Ways of working are being reviewed and areas for improvement identified i.e. training/development.	Career conversations happen the same way for all staff using the same approach, based on the Pathway.	Career conversations and ways of working are now part of the organisation's culture and structure.
	Learning and development	The organisation is looking at the suggested learning and development for Pathway role categories that match its own roles.	Mapping roles in the organisation to the Pathway's role categories has started to identify gaps and opportunities in learning and development.	The organisation plans and organises its learning and development around the suggested learning for the Pathway role categories, as a minimum.
Pathway advocacy	Role modelling	Senior leaders and managers are talking openly about the Pathway and encouraging staff to discuss how it works and why it's helpful.	Senior leaders and managers give updates on how things are going with Pathway adoption and listen to feedback from staff.	The organisation shares learning and good practice with others.

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