

Adult Social Care Career Progression Guide

The Care Workforce Pathway, developed by the Department of Health and Social Care, provides a clear structure for developing your career in adult social care, from entry-level roles to senior management. It defines eight key roles with associated knowledge, skills, behaviours, and training opportunities. At TRN (Train) Ltd, we align your learning journey with nationally recognised apprenticeships, qualifications, and progression pathways.



Care Workforce Pathway Roles and Learning and Development links

Role Category	Description	Relevant Apprenticeship and other learning opportunities
New to Care	Entry-level role for individuals new to adult social care.	Induction, Care Certificate, Foundation skills workshops,
Care or Support Worker	Provides essential, direct care and support.	Adult Care Worker Level 2 Apprenticeship, Level 2 Diploma , CPD courses (e.g. dementia, autism)
Enhanced Care Worker	Experienced worker with added skills, may specialise in specific areas.	Lead Adult Care Worker Level 3 Apprenticeship, Level 3 Diploma , specialist modules and mentoring
Personal Assistant	Supports individuals directly, often via personal employment.	Depends on role needs; Level 2 or 3 appropriate, plus other targeted CPD, bespoke employer-led development
Supervisor or Leader	Supervises and supports care teams; ensures high quality service delivery.	Lead Adult Care Worker Level 3 or Lead Practitioner Level 4 Apprenticeship , supervisory and leadership CPD
Practice Leader	Leads quality practice across care settings, supporting continuous improvement.	Lead Practitioner in Adult Care Level 4 Apprenticeship , best practice and quality training
Deputy Manager	Assists Registered Managers, overseeing operations and compliance.	Leader in Adult Care Level 5 Apprenticeship, Level 5 Diploma in Leadership & Management
Registered Manager	Manages regulated care services, ensuring operational, financial and regulatory success.	Leader in Adult Care Level 5 Apprenticeship , advanced management, strategic leadership, regulation, compliance and governance training

Core Skills, Knowledge, and Behaviours across all eight roles

Across all roles, successful care workers must develop:

- Person-Centred Care – tailoring care to individuals' needs and choices.
- Effective Communication – clear, compassionate, and respectful interactions.
- Safeguarding Awareness – recognising and responding to risks.
- Professional Values – integrity, dignity, respect, and continuous self-improvement.
- Teamwork and Collaboration – working effectively with colleagues, families, and other professionals.
- Leadership Skills (at advanced levels) – inspiring, guiding, and supporting teams.

Each apprenticeship standard and Diploma embeds these principles within role-specific requirements.

Progress Your Career with TRN (Train) Ltd

At TRN (Train) Ltd, we deliver a full suite of high-quality training and apprenticeship programmes aligned with the Care Workforce Pathway, including all four apprenticeships listed above, along with additional bespoke training and CPD to support your full career journey.

We are committed to supporting your development from entry-level positions through to senior leadership roles in adult social care. No matter where you start, you can build a fulfilling and impactful career in adult social care with clear, supported progression.

Pathway Your Career with us:

- Start with the Care Certificate / Level 2 Adult Social Care Certificate
- Progress to an Adult Care Worker Level 2 apprenticeship.
- Advance with a Lead Adult Care Worker Level 3.
- Become a practice expert with Lead Practitioner in Adult Care Level 4.
- Move into senior management with the Leader in Adult Care Level 5.

Progression Map



Further Information:

Visit the Care Workforce Pathway official guide here: [Care Workforce Pathway – GOV.UK](#)