



Career Pathway: Adult Health and Social Care

Adult Care Worker (Level 2) to Leader in Adult Care (Level 5)

Stage 1: Level 2 – Adult Care Worker

Core Role:

- Provide frontline care and support to adults with different care and support needs.
- Work under supervision of senior staff (Level 3+).
- Deliver person-centred care in line with care plans and legislation.

Possible Responsibilities / Specialist Roles at Level 2:

- **Key Worker / Care Assistant** – build strong professional relationships and deliver personalised support.
- **Activity Coordinator Support** – help with wellbeing and engagement activities.
- **Medication Support (with training)** – assist in safe administration of medication.
- **Equality, Diversity and Inclusion (EDI) Support** – champion inclusive practice.
- **Health & Safety Representative** – ensure safe working environment.
- **End-of-Life Care Support** – provide comfort and support under supervision.

Next Step:

- Progress to **Level 3 Lead Adult Care Worker** (apprenticeship, diploma, or equivalent).
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Stage 2: Level 3 – Lead Adult Care Worker

Core Role:

- Lead on shift responsibilities, supervising Level 2 staff.
- Carry out care planning, reviews, and risk assessments.
- Take responsibility for safeguarding and quality of care delivery.
- Mentor and support colleagues.

Potential Progression Opportunities:

- Senior Care Worker / Team Leader
- Activities Coordinator
- Dementia Care Champion
- Mental Health First Aider (MHFA)
- End-of-Life Care Champion
- Fire Safety Officer (FSO)
- Infection Prevention and Control (IPC) Champion
- Equality and Diversity Coordinator
- Deputy Key Worker (for complex cases)

Next Step:

- Gain leadership experience as a **Team Leader / Senior Care Worker (Level 3 responsibility)**.
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Stage 3: Level 4 – Lead Practitioner in Adult Care

Core Role:

- Specialist practitioner with responsibility for leading practice in areas such as dementia, mental health, or end-of-life care.
- Support and coach staff, embedding high standards of practice.
- Work with other professionals (GPs, nurses, social workers) to meet complex needs.
- Drive improvements in quality of care across the setting.

Possible Additional Roles:

- Deputy Manager / Assistant Manager
- Care Coordinator (home care or residential)
- Specialist Practitioner (e.g., Dementia Lead, Autism Lead)
- Safeguarding Deputy Lead
- Training Support (in-house mentor/assessor)
- Community Support Coordinator

Next Step:

- Progress to **Level 5 Leader in Adult Care** qualification.
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Stage 4: Level 5 – Leader in Adult Care

Core Role:

- Strategic leader of care practice across a service.
- Responsible for staff development, compliance, safeguarding, and quality assurance.
- Oversee budget, staffing, and regulatory requirements (CQC in England).
- Lead improvement projects and embed person-centred culture.

Potential Progression Opportunities:

- Registered Manager (residential, nursing, or domiciliary care)
- Safeguarding Lead
- Specialist Service Manager (e.g., dementia, learning disabilities, palliative care)
- Operations Manager / Area Manager
- Assessor / Tutor in Health and Social Care
- Advocate or Policy Officer in health and social care
- NHS Roles (with further qualifications)

Potential Qualification Progression:

- Level 5 Diploma in Leadership for Health and Social Care
- BA (Hons) Health and Social Care / Social Work
- Nursing degree (adult, mental health, learning disability)
- Masters in Leadership / Social Care Management

Adult Health and Social Care Career Pathway

Level 2 – Adult Care Worker

- Key Worker
- Activity Support
- Medication Support
- EDI Support
- Health & Safety Rep
- End-of-Life Support

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Level 3 – Lead Adult Care Worker

- Senior Carer
- Team Leader
- Dementia Champion
- MHFA
- IPC Champion
- Equality Coordinator

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Level 4 – Lead Practitioner in Adult Care

- Deputy / Assistant Manager
- Care Coordinator
- Dementia / Autism Lead
- Safeguarding Deputy
- Training Support

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Level 5 – Leader in Adult Care

- Registered Manager
- Safeguarding Lead
- Service / Operations Manager
- Assessor / Tutor
- Policy Officer
- NHS / BA Top-Up