PROGRAMME OUTLINE

MOVING TOWARDS CARE

A co-ordinated approach to work experience, a Sector-based Work Academy Programme and employment supported by the Youth Grant in the care sector

FOR	PURPOSE	DATE
DWP, MPs and local partners	**What the programme involves at each stage, who delivers it and how it is resourced**	**November 2026**

EXECUTIVE SUMMARY

The Moving Towards Care programme supports DWP and small and medium-sized care providers to give young people the best opportunity to start a career in care, where that is right for them and for the people we support.

Local care associations or care academies will deliver it in partnership with Skills for Care, local authorities, care employers and local further education providers.

Offered one after another, the stages below give most young people the best chance of long-term success. Taking part in every stage is not essential.

THE PROGRAMME IN FOUR STAGES

1 PRE-PROGRAMME ENGAGEMENT

Sets out expectations and introduces adult social care and the careers it opens. Unlimited numbers.

2 WORK EXPERIENCE

A real experience of a variety of care settings. Cohorts of 10 to 15 people.

3 SECTOR-BASED WORK ACADEMY

Enhanced work experience with the key knowledge, skills and behaviours for social care, mapped to the Level 2 Care Certificate. Stand-alone qualifications, a Level 1 or 2 Personal Development for Employability award, and interviews with local providers.

4 PROGRESSION INTO WORK

Employment supported by the Youth Grant or Job Guarantee, depending on eligibility. Also suitable for school and college leavers who are not eligible for the Youth Grant.

RESOURCING

PRE-ENGAGEMENT

Investment from local partnerships and employers.

WORK EXPERIENCE

Investment from employers.

SWAP

Funding requested from within existing Youth Guarantee funding: **£1,000 per delegate**, minimum £10,000 per cohort.

CO-ORDINATION

About **£2,500 per locality** to cover a series of programmes, sought from local partnerships and others.

DETAILED PROPOSAL

STAGES ONE TO THREE

1 PRE-PROGRAMME ENGAGEMENT

An introduction to adult social care: what it is and what career opportunities it enables.

Delivered with DWP staff to support customers who are entitled to join the programme to choose social care.

2 WORK EXPERIENCE

To give the young person a meaningful experience, they should ideally meet more than one care setting. There are three ways to deliver it:

MEDIUM OR LARGE PROVIDER HOST

Delivers the initial training, with enrichment across a number of service types, either within its own organisation or through local collaboration.

CARE ASSOCIATION HOST

Delivers the initial training and co-ordinates individual placements across smaller care organisations to cover a variety of service types.

ESTABLISHED WORKFORCE PARTNERSHIP

A care association, local authority and others deliver the initial training and co-ordinate placements across smaller care organisations.

PROPOSED PROGRAMME

DAYS ONE AND TWO

Induction to work experience. Two days or four half days.

INFECTION PREVENTION AND CONTROL
The handwashing challenge.

PERSON-CENTRED CARE
The tea and coffee challenge.

MOVING AND HANDLING
Back health and safe use of wheelchairs.

CONFIDENTIALITY AND CYBER SECURITY
An introduction.

DAYS THREE AND FOUR

Spread over four part days.

- Visits to care settings: residential, working-age adults, home care and specialist services.
- Part days, late morning to early evening, to avoid busy personal care times.
- Participants can help with lunch, teas or social activities.

Days three and four can be repeated if needed to keep people engaged until the next SWAP starts.

3 SECTOR-BASED WORK ACADEMY PROGRAMME

To build on the work experience, a host training provider from the adult care sector supports the young people. There are four ways to host it:

PROVIDER WITH A TRAINING ARM

A medium or large care provider with a distinct training arm.

CARE ASSOCIATION

The local association delivers the training itself.

WORKFORCE PARTNERSHIP

An established partnership of care association, local authority and others.

CARE ACADEMY

Delivers the training while care associations co-ordinate placements across smaller organisations.

DETAILED PROPOSAL

STAGES THREE AND FOUR

3 SECTOR-BASED WORK ACADEMY PROGRAMME (CONTINUED)

SKILLS AND KNOWLEDGE

Personal Development for Employability to Level 1 or 2, which any host may sub-contract or deliver itself if it holds the accreditation. The first session looks at each person's strengths, areas for development and learning style, mapped to the Level 2 Care Certificate Personal Development standard.

SKILL	CARE CERTIFICATE STANDARD
Communication skills	Communication
Information recording	Handling information
Reflective practice	Personal development
Duty of care and candour	Duty of care
Values	Understand your role; work in a person-centred way
Safeguarding	Safeguarding adults; safeguarding children
Keeping safe	Infection prevention and control; health and safety
Equality	Equality, diversity, inclusion and human rights

RECOGNISED QUALIFICATIONS

- Basic Life Support
- Friends Against Scams
- Dementia Friends

Moving and handling could be added if participating employers agree a competency assessment, so that nothing is repeated.

SIX WEEKS IN THE WORKPLACE

Anyone who has not done the work experience starts with visits. Then:

WEEK 1 Lunch and tea, as in work experience.

WEEK 2 A longer period, including either getting up or going to bed.

WEEK 3 A longer period at the other end of the day.

WEEK 4 A full shift of shadowing.

WEEK 5 A full shift of shadowing.

WEEK 6 A full shift working with service users, except single-handed personal care. The young person may be one of a team of two giving personal care.

THE INTERVIEW

The SWAP ends with an interview. Every provider involved in the work experience offers one, alongside other local providers with suitable vacancies. It moves participants towards a career in care.

4 EMPLOYMENT WITHIN THE SECTOR

After completing the SWAP, young people can be employed in one of four ways:

Youth Grant. The employer receives support to give ongoing mentoring.

Job Guarantee. Designed with the delivery partner to give the best chance of success.

Apprenticeship where appropriate.

Full-time employment with no additional funding.