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**Care Workforce Pathway survey questions for your pilot group of line managers and line reports**

**This document provides a set of survey questions you can use should you decide to pilot the Pathway in your organisation**

**Introduction**

To understand the impact of piloting the Care Workforce Pathway, you should ideally ask the pilot group to complete a survey, before they use the Pathway and shortly after they’ve completed the pilot exercise.

This will help you to track the following, and more:

* the line manager’s and line report’s perspectives of a career in adult social care before and after they’ve used the Pathway (e.g., before and after the skills assessment; career conversation; and career development plan exercises)
* the impact of using the Pathway in your organisation
* what staff found most useful in the Pathway
* ideas for support your line managers may need
* ideas for how best to roll out the Pathway in your organisation etc…

The Pathway Early Adopters piloted the Pathway with at least 12 line managers and line reports to understand if it supports meaningful career discussions and development planning. By having pre and post insights from the survey questions in this document, it was apparent there was a positive change in staff’s perceptions of career in social care. Most Early Adopters have since introduced career conversations and are upskilling managers on coaching techniques too.

Use the insights from your survey to compare the pre and post responses to shape your next steps including taking forward feedback that can benefit the wider organisation.

The **suggested survey** statements and questions can be adapted or changed as you see fit. They are for internal use only.

**When to send the survey**

1. The line managers participating in the Pathway pilot
2. And their line reports / team members participating in the Pathway pilot

There are different questions for each, see further below for these.

**How and when to send the survey**

You can use MS Forms, SurveyMonkey, or other tools available in your organisation to send the survey. Alternatively, print the following sheets.

Send the relevant pre- pilot surveys before participants undertake any of the pilot activities/exercises. Once the pilot activities have been completed send the post-pilot exercise questions. Refer to the list of pilot activities in the [Pathway Adoption Planner excel template.](https://www.skillsforcare.org.uk/AdoptionTemplate)

**Tip:** Sometimes people feel fatigued by organisation surveys, if this is the case for you, consider adapting the survey questions for a focus group discussion instead

**Survey questions for line managers**

**Pre-pilot survey questions for line managers**

1. Please state your department and role title.
2. How long have you worked in adult social care?
3. Before you use the Pathway, resources and prepare to have career conversation with your line report, please select to what extent you agree with the following statements:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Agree** | **Agree** | **Neither Agree nor Disagree** | **Disagree** | **Strongly Disagree** |
| I feel confident having conversations related to careers and development with my staff. |  |  |  |  |  |
| I feel capable in helping my staff to develop. |  |  |  |  |  |
| I know what my staff are good at and the areas for development. |  |  |  |  |  |
| I have the necessary skills to conduct conversations related to career and development with my staff. |  |  |  |  |  |
| I make time to understand how my staff feel about their career in adult social care. |  |  |  |  |  |
| I feel positive about my own career in social care as a manager. |  |  |  |  |  |

1. What are the things that help you to talk about career aspirations and development with your staff?
2. What are the things that stop you from talking about career aspirations and development with your staff?
3. What kind of support or resources would you need as a manager so that you can have effective career conversations with your team?

**<End - pre-pilot survey questions for line managers>**

**Post-pilot survey questions for line managers**

1. Please state your department/role title.
2. How long have you worked in adult social care?
3. Now that you have used the Pathway, select to what extent do you agree with the following statements:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Agree** | **Agree** | **Neither Agree nor Disagree** | **Disagree** | **Strongly Disagree** |
| I feel confident having conversations related to careers and development with my staff. |  |  |  |  |  |
| I feel capable in helping my staff to develop. |  |  |  |  |  |
| I know what my staff are good at and the areas for development. |  |  |  |  |  |
| I have the necessary skills to conduct conversations related to career and development with my staff. |  |  |  |  |  |
| I will make time to understand how my staff feel about their career in adult social care. |  |  |  |  |  |
| The Pathway positively influences how I view my own career in social care as a manager. |  |  |  |  |  |
| I feel the Pathway will positively affect my staff. |  |  |  |  |  |
| I can see how the Pathway can be used within my organisation. |  |  |  |  |  |

1. What was your experience like using the Pathway and resources, such as the skills assessment, career development plan template etc, to support your conversations?
2. What aspects of the Pathway were most useful for you and your team member?
3. What additional support do you think is needed for our line managers and staff?
4. Please detail anything else you would like us to know below.

**<End - post-pilot survey questions for line managers>**

**Survey questions for line reports**

**Pre-pilot survey questions for line reports**

1. Please state your role title.
2. How long have you worked in adult social care?
3. Before you use the Pathway resources, please select to what extent you agree with the following statements:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Agree** | **Agree** | **Neither Agree nor Disagree** | **Disagree** | **Strongly Disagree** |
| I feel supported by my manager when thinking about my development. |  |  |  |  |  |
| I have clear goals that guide and direct my learning. |  |  |  |  |  |
| I feel valued in my role by my line manager. |  |  |  |  |  |
| I feel valued in my role by my organisation. |  |  |  |  |  |
| I can see a long-term career for myself in adult social care. |  |  |  |  |  |
| I see myself progressing beyond my current practice onto the role above. |  |  |  |  |  |
| I am clear on the learning opportunities available to me in me current role, and for other roles. |  |  |  |  |  |
| I am aware of my future career opportunities, such as becoming an expert for a specific area of care, or the routes toward promotion in adult social care |  |  |  |  |  |

1. Please tick the statement that best applies to you:

* I see myself working in social care for the next 0-6 months.
* I see myself working in social care for the next 6-12 months.
* I see myself working in social care for the next 12-18 months.
* I am not sure how long I will work in social care.

1. How easy is it for you to develop your knowledge and skills for the role you perform?

* Extremely easy
* Somewhat easy
* Neither easy nor uneasy
* Somewhat difficult
* Extremely difficult

1. We want to understand how you prefer to learn and develop. Other than formal training qualifications, what are the other ways you’re accessing learning to develop new skills for your role? E.g. through a coach or mentor, by watching videos on the Skills for Care website, doing new tasks on the job under supervision etc…
2. What are the things, if any, that prevent or take priority over the opportunities for you to develop in your role or for achieving your career aspirations, please detail them below.

**<End - pre-pilot survey questions for line reports>**

**Post-pilot survey questions for line reports**

1. Please state your role title.
2. How long have you worked in adult social care?
3. What was the title of the Pathway role category you used for your skills assessment?
4. Now that you have used the Pathway, select to what extent do you agree with the following statements:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Agree** | **Agree** | **Neither Agree nor Disagree** | **Disagree** | **Strongly Disagree** |
| I feel supported by my manager when thinking about my development. |  |  |  |  |  |
| I have clear goals that guide and direct my learning. |  |  |  |  |  |
| I feel valued in my role by my line manager. |  |  |  |  |  |
| I feel valued in my role by my organisation. |  |  |  |  |  |
| I can see a long-term career in adult social care. |  |  |  |  |  |
| I see myself progressing beyond my current practice onto the next role. |  |  |  |  |  |
| I am clear on the learning opportunities available to me in me current role, and for other roles. |  |  |  |  |  |
| I am aware of my future career opportunities, such as becoming an expert for a specific area of care, or the routes toward promotion in adult social care |  |  |  |  |  |
| The Pathway supported the career conversation I had with my manager. |  |  |  |  |  |
| The Pathway positively influences how I view my career in adult social care. |  |  |  |  |  |
| The Pathway has positively influenced my practice as a care worker. |  |  |  |  |  |
| The Pathway has increased my awareness of the digital skills framework and digital skills training database. |  |  |  |  |  |
| The Pathway has helped with identifying the role of technology and digital working in my organisation. |  |  |  |  |  |
| The Pathway has helped me identify gaps in my digital learning and development. |  |  |  |  |  |

1. Please tick the statement that best applies to you:

* I see myself working in social care for the next 0-6 months.
* I see myself working in social care for the next 6-12 months.
* I see myself working in social care for the next 12-18 months.
* I am not sure how long I will work in social care.

1. Please explain what aspects of the skills assessment and career planning materials you found most helpful, in relation to the Pathway, and any aspects you found difficult
2. Please detail anything else you would like us to know below.

**<End - post-pilot survey questions for line reports**