Do you have great communication skills and a commitment to help people in your community? Then a career in Care could be for you.

Jobs in Care include: Care and Home Care Worker, Counsellor, Housing Officer, Nursery Nurse, Playworker, Probation Officer, Psychologist, Social Worker, Youth Worker and more.

With a 33% increase in the numbers of people over 65 by 2030, demand for care will increase. (Institute of Public Policy Research, 2016)

The UK is likely to need to recruit and train 1.6 million health and social care workers by 2022, to replace people leaving and meet increased demand. (Institute of Public Policy Research, 2016)

Around 5,500 Social Workers are employed across Wales with demand increasing. (Social Care Wales, 2017)

Nearly 3,400 jobs were advertised online in Wales for Care Workers and Home Carers in the last 12 months. (Labour Insights, 2017)

More than 150,000 people in the UK are employed in the social housing sector. (Chartered Institute of Housing, 2017)

Nearly 22,000, that's over 1 in 5 people who work in care within Wales, work for local authorities. (StatsWales, 2015-2016)

Around 23,000 people in Wales are working with young children in early years and playwork jobs. (Learning Skills & Innovation Partnership, 2016)

Nearly 1 in 12 of the total workforce in Wales work in Care related careers. (NOMIS BRES, 2015)
Spotlight on Health Careers

Wales needs more...

Senior Care Workers, Playworkers, Childminders and related occupations, Housing Officers, Welfare and Housing Associate Professionals, Care Workers and Home Carers, Youth and Community Workers, Houseparents and Residential Wardens, Nursery Nurses and Assistants, Residential, Day and Home Care Managers, Social Workers

What jobs can I do?

Some of the Care related jobs you could do:

- Activity Co-ordinator
- Adult Guidance Worker
- Advice Centre Worker
- Assistant Psychologist
- Care Assistant
- Care Home Manager
- Careers Advisor
- Charity Fundraiser
- Childminder
- Clinical Psychologist
- Community Worker
- Counsellor
- Educational Psychologist
- Family Support Worker
- Nanny
- Nursery Nurse
- Parent's Help
- Playworker
- Psychologist
- Psychotherapist
- Probation Officer
- Probation Service Officer
- Rehabilitation Worker - Visual Impairment
- Social Work Assistant
- Social Worker
- Trade Union Officer
- Youth Worker
Spotlight on Health Careers

careerswales.com

Employment Hotspots

1 in 16 people who are employed in the care industry work in Cardiff.

- Cardiff: 16,700
- Swansea: 8,110
- Rhondda, Cynon Taf: 8,000
- Vale of Glamorgan: 7,200
- Carmarthenshire: 6,100
- Caerphilly: 5,300
- Conwy: 5,100
- Wrexham: 4,800
- Gwynedd: 4,700
- Powys: 4,700
- Neath Port Talbot: 4,300
- Pembrokeshire: 4,000
- Newport: 4,000
- Denbighshire: 4,000
- Flintshire: 3,400
- Bridgend: 3,300
- Torfaen: 3,200
- Monmouthshire: 2,300
- Ceredigion: 1,900
- Blaenau Gwent: 1,900
- Anglesey: 1,600
- Merthyr Tydfil: 1,200

(NOMIS BRES, 2016)

Over 12% of registered Care Home Managers are aged over 60. 
(Public Policy Institute for Wales, 2015)

This means that the care sector is likely to need Care Home Managers in the future due to retirement.

In the last 12 months there were 500 jobs advertised online for Residential, Day and Home Care Managers. 
(Labour Insights, 2017)
Meet the Employers

These are some of the care employers in Wales:

- Local Authorities
- Charities / Third Sector jobs
- Care Homes and Care Home jobs
- Housing Associations
- Home / Domiciliary Care Services in Wales

Larger care home providers in Wales

- HC-One Ltd
- BUPA Group
- Hafod Care Association Ltd
- Hallmark
- Grwp Gofal Cymru
- Grwp Gwalia
- Barchester Healthcare Homes Ltd
- FC Ltd
- Bansal, Ashok
- Four Seasons (Bamford) Ltd
- Parkcare Homes Ltd
- Pendine Park Care Organisation
- Leyton Healthcare (No 11) Ltd
- Forest Gate Healthcare Ltd
- Plas Newydd Care Ltd

(2/3 of the home / domiciliary care workers in Wales are employed by Care Agencies and other independent companies. (Welsh Government, 2016))

(1/4 of organisations in the Third Sector (including charities and independent non-government organisations) offer services in health and social care (WCVA, 2016). This makes them a significant employer for care jobs.)

(Public Policy Institute for Wales, 2015)
### What can I earn?

Salaries can vary depending on your experience, the employer and where you live. Higher salaries can be awarded for more senior positions. Salaries also vary for self-employed workers.

<table>
<thead>
<tr>
<th>Job</th>
<th>Salary range (£)</th>
<th>£0</th>
<th>£50,000</th>
<th>£10,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Playworker</td>
<td>£13,000 - £22,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity Co-ordinator</td>
<td>£13,000 - £25,000</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Care Assistant</td>
<td>£13,000 - £21,000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Nursery Nurse</td>
<td>£14,000 - £22,000</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Social Work Assistant</td>
<td>£14,500 - £22,500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Probation Service Officer</td>
<td>£15,000 - £25,000</td>
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<td></td>
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<tr>
<td>Advice Centre Worker</td>
<td>£16,500 - £27,000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Rehabilitation Worker – visual impairment</td>
<td>£16,500 - £27,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Worker</td>
<td>£18,000 - £28,500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family Support Worker</td>
<td>£18,500 - £24,500</td>
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<td></td>
<td></td>
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<tr>
<td>Assistant Psychologist</td>
<td>£18,500 - £28,000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Trade Union Officer</td>
<td>£19,000 - £31,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Charity Fundraiser</td>
<td>£19,500 - £40,000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Youth Worker</td>
<td>£20,000 - £30,000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Careers Adviser</td>
<td>£20,000 - £33,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Probation Officer</td>
<td>£21,000 - £32,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psychotherapist</td>
<td>£21,000 - £36,000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Counsellor</td>
<td>£21,000 - £40,500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psychologist</td>
<td>£21,000 - £52,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Worker</td>
<td>£24,000 - £36,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Care Home Manager</td>
<td>£25,000 - £40,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical Psychologist</td>
<td>£25,000 - £50,000</td>
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</tr>
</tbody>
</table>

(CASCAID, 2015)
Getting in

The types of courses you can do vary depending on the job. Here are some of the courses you can do:

Care Work
- Level 2 Diploma in Health and Social Care (Adults)
- Level 3 Diploma in Health and Social Care (Children and Young People)
- Level 5 Diploma in Leadership for Health and Social Care Services

Childcare
- Level 2 Diploma in Children’s Care, Learning and Development QCF
- Level 2 EDEXCEL BTEC First Diploma Children’s Care, Learning and Development
- CACHE Level 2 Diploma in Childcare and Education (NQF)
- Level 3 Diploma in Children’s Care, Learning and Development
- Cache Extended Diploma in Children’s Care, Learning and Development
- EDEXCEL BTEC Level 3 National Certificate/Diploma Children’s Care, Learning and Development
- BA Early Years Education and Practice (with Early Years Practitioner status)
- Foundation Degree Early Years Education and Practice (with Early Years Practitioner status)
- BA (Hons) Early Childhood Studies (with Early Years Practitioner status)

How about applying for an Apprenticeship in Care? Care employers regularly recruit for Apprenticeships in Care.

Search for Apprenticeships
Find a course

To work as a Nursery Nurse/Practitioner or Flying Start Worker/practitioner you would need at least the Level 3 qualification.

As a Flying Start leader you would also need the Level 5 Diploma in Leadership for Children’s Care, Learning and Development (Management)

To set up as a registered Childminder you will need to get a unit of training called ‘Understand how to set up a homebased childcare service’. Other accepted qualifications include Certificate and Diploma in Childminding Practice, and Level 3 Diploma in Home Based Childcare. Find out more at PACEY (Professional Association for Childcare and Early Years)

Counselling
Introduction to Counselling
Certificate in Counselling Skills Level 2
Diploma in Counselling
Postgraduate Diploma in Integrative Counselling and Psychotherapy
MA in Counselling

Housing
CIH Level 2 Certificate in Housing Practice
CIH Level 3 Certificate in Supporting Homeless People
CIH Level 4 Certificate in Housing

Psychology
To become a Chartered Psychologist your course must be accredited by the British Psychological Society (BPS)

Find British Psychological Society accredited courses

Examples of courses include:
- BSc Psychology
- BSc Sport and Psychology
- MSc Health Psychology
- DClinPsy Clinical Psychology

Social Work
BSc(Hons) Social Work
BA (Hons) Social Work

Get networking!

Networking and word of mouth are particularly important in care. Get to know other people and businesses, face-to-face, and through social media. Build your network of contacts to sell yourself and your ideas.

Get experience!

Get as much work experience as you can. Lack of general work experience is one of the top 3 reasons employers give for not employing someone.
**Skills in demand**

Compassion is a key ingredient needed for working in a care job.

“*The difficulty with care assistants is recruiting people who have the right values – they need to have compassion*”

*Care Home Provider (Public Policy Institute for Wales, 2015)*

**Employers in care look for core skills which include:**

- Communicating well with the people they support
- Counting medication accurately
- Using a computer
- Writing a care plan
- Team work
- Problem solving skills.

*(Skills for Care, 2017)*

**Social workers need:**

- Excellent communication skills
- Resilience - the ability to bounce back from setbacks and to handle difficult situations
- Knowledge of law and policies relating to social work
- Maturity
- Flexibility
- Honesty

*(Social Care Wales, 2017)*

**New in the sector**

**Increased need for care and support roles:**

Wales has a higher proportion of people over 85 than anywhere else in the UK. By **2030** the number of people **over 85 will increase by 90% to 85,000** *(Welsh Government, 2014)*. This will increase the demand for care and support roles.

**Dementia awareness, training and increased need for care and support:**

There are more than **42,000** people with dementia in Wales. By 2021 is is predicted that the **number of people in Wales with dementia will rise by 30%** or even more. Wales is likely to need to put more care and support in place *(Welsh Government, 2014)*. More dementia awareness and dementia care training may also be needed.

**The ability to work well with a range of organisations, and increased work in the community:**

There will be closer working between local authorities, health, housing, and other organisations that provide care in the community like charities *(Welsh Government, 2014)*. This is called integrated care. More jobs in communities may be advertised. Having the skills to work well with a variety of other organisations is important.
Do I need Welsh Language skills?

If you work in Wales, being able to speak and write in both Welsh and English can give you an advantage in the workplace.

In the care sector

- **18%** of the Human health and social care workforce is Welsh speaking. (Census, 2011)
- **43%** of employers in the care sector considered having Welsh language skills as important. (Welsh Government, 2014)
- **66%** of staff in the childcare sector have Welsh language skills. (Welsh Government, 2014)
- **84%** of childcare employers in Wales regard having staff with Welsh Language skills as important. (Welsh Government, 2014)

Welsh Government are committed to improve the use of Welsh language in care. This is part of focusing on people’s needs and which language they prefer. “Work has been carried out with care homes who care for people with dementia to establish the number of residents who prefer to use Welsh and the number of staff who can speak Welsh.” (More than just words, Welsh Government, 2016)
### What about the future?

Fastest growing care careers in Wales, shown in percentage of growth.

<table>
<thead>
<tr>
<th>Career</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Care Escorts</td>
<td>22%</td>
</tr>
<tr>
<td>Probation Officers</td>
<td>18%</td>
</tr>
<tr>
<td>Welfare Professionals</td>
<td>16%</td>
</tr>
<tr>
<td>Social Workers</td>
<td>16%</td>
</tr>
<tr>
<td>Housing Officers</td>
<td>15%</td>
</tr>
<tr>
<td>Child and Early Years Officers</td>
<td>14%</td>
</tr>
<tr>
<td>Youth and Community Workers</td>
<td>13%</td>
</tr>
<tr>
<td>Houseparents and Residential Wardens</td>
<td>13%</td>
</tr>
<tr>
<td>Clergy</td>
<td>13%</td>
</tr>
<tr>
<td>Welfare and Housing Associate Professionals</td>
<td>13%</td>
</tr>
<tr>
<td>Childminders and Related Occupations</td>
<td>12%</td>
</tr>
<tr>
<td>Counsellors</td>
<td>11%</td>
</tr>
<tr>
<td>Social Services Managers and Directors</td>
<td>11%</td>
</tr>
<tr>
<td>Playworkers</td>
<td>10%</td>
</tr>
<tr>
<td>Nursery Nurses and Assistants</td>
<td>10%</td>
</tr>
<tr>
<td>Care Workers and Home Carers</td>
<td>9%</td>
</tr>
<tr>
<td>Residential, Day and Home Care Managers</td>
<td>9%</td>
</tr>
</tbody>
</table>

(Working Futures, 2014-2024)